

# Member input driving launch of '08 contract campaign

Local 1000's campaign to win a new contract begins this weekend as members of the Statewide Bargaining Advisory Council (SBAC) meet in Sacramento to develop bargaining strategies. The current contract ends June 30.



"We need each and every member to step up and make their voice heard," said Cindie Fonseca, chair of the Unit 3 bargaining committee. "Our success at the bargaining table depends on the members' ability to demonstrate to the state and Legislature that we are ready to fight for what we deserve"



Yvonne Walker, Local 1000 Vice President for Bargaining (top) and Cindie Fonseca, Chair of the Unit 3 bargaining committee at the Local 1000 Council meeting.

A comprehensive bargaining survey will be distributed beginning next week, allowing members to identify the issues most important to them in upcoming negotiations. "We're using member's responses to develop priorities in key contract areas: wages, health care, retirement, classifications and workloads," said

Yvonne Walker, Local 1000 vice president for bargaining.

At the request of members, Local 1000 will hold a series of "listen-up" meetings at worksites throughout the state in February. These meetings will be a forum where members can discuss and debate their ideas and concerns about bargaining.

In March, the Bargaining Unit Negotiating Council will collate and analyze input gathered from members, prioritize issues and identify important points as Local 1000 builds an aggressive strategy designed to secure a contract win.

Local 1000 is working to organize and mobilize members in every worksite with the creation of Contract Action Teams (CATs). These communication networks will enable a rapid, two-way exchange of information between members and Local 1000 representatives at the bargaining table.

In April, a team of members representing each of the nine Bargaining Units will come to the table with the state to begin detailed negotiations.

"This is the most important contract campaign in Local 1000 history," said Walker. "To win, we'll need to engage more members than ever before to show that we are truly united in this campaign."

## Contract Campaign '08 What You Can Do to Win

- Fill out a bargaining survey
- Share your ideas at a "listen up" worksite meeting
- Sign up to be a Contract Action Team member
- Get ready to rally and show your support

## Article 2.4 - Distribution of Union Information

Your union contract contains hundreds of provisions designed to protect your rights. **Article 2.4 - Distribution of Union Information**, describes your right to have communications from Local 1000, including information about the contract and your right to representation, posted and distributed at your worksite.

### Your Local 1000 contract guarantees:

- Distribution of Local 1000 information cannot be unreasonably denied.
- Use of employee organization bulletin boards to post Local 1000 materials.
- Use of employee mailboxes or in-baskets to distribute Local 1000 information or literature.
- Use of the state's e-mail system to communicate about Local 1000-related issues or business.
- Distribution of Local 1000 information and materials before or after work hours or during meal periods and breaks.
- If distribution is restricted for safety or security reasons, reasonable accommodations must be made.

### How to take Action

Contact your Local 1000 steward if you feel these rights have been violated.

Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance. For more information regarding **Article 2.4 - Distribution of Union Information**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org).

## Local 1000 monitors extended hours at EDD

Due to California's rising unemployment rate, Job Service workers at the Employment Development Department (EDD) are being asked to work longer hours after Gov. Schwarzenegger directed the department to extend hours at job assistance centers "so displaced workers can get help finding jobs."

"This is political window-dressing without the resources to solve the problem," said Adrienne Suffin, an Employment Program Representative and chair of the EDD Task Force. "The governor did not address the fact that hundreds of Job Service positions have been eliminated over the years, that he slashed the 2007 Job Service budget by \$12 million, and cut all permanent intermittent hours."

Local 1000 met immediately with EDD Labor Relations representatives to discuss implementation, and learned that offices will be open two additional hours each day as well as four hours on Saturdays. The new schedule began last week.

EDD expects the extended hours to be a temporary situation; and not all Job Service offices will be affected. Local 1000 is in regular contact with EDD to ensure our members are informed of changes. Updates are available online on the EDD pages of [www.seiu1000.org](http://www.seiu1000.org).

## Election process underway for regional, statewide officers

All Local 1000 members are eligible to vote in the upcoming election of regional and statewide officers and representatives. The election and vote count are being conducted by two independent election firms to ensure that all members have a voice in the issues and policies that govern Local 1000 as it bargains for better wages and working conditions, improves representation and lobbies on issues affecting state employees.

The more than 90,000 members of Local 1000 are represented by elected leaders in 50 District Labor Councils (DLC). A DLC is a local chapter of members in a geographic area.

Members in each DLC elect an executive board that includes a president, a vice-president/chief steward, a secretary/treasurer, and a senior steward. These elected leaders develop and carry out Local 1000 policies.

Each DLC also elects a District Bargaining Unit Representative (DBUR) for each Bargaining Unit within the jurisdiction of the DLC. DBURs are the representatives for the bargaining support program, and are responsible for electing the members of the statewide Bargaining Unit Negotiating Councils (BUNCs). BUNC members represent co-workers within their Bargaining Unit on unit-wide issues and during contract negotiations with the state. DBURs also sit on the executive board of their DLC.

Members will also elect the four statewide officers who make up the executive leadership of Local 1000: President, Vice President and Secretary-Treasurer; V.P. for Bargaining, and V.P. for Organizing and Representation. With the 50 DLC presidents and the chairs of each of nine BUNCs, they form the Local 1000 Council, the union's policy-making body.

Nomination forms were mailed to all members in early January; completed forms are due February 12. Ballots will be mailed by April 20, with the results announced on May 30.